



Equality Impact Assessment

**EIA-661426271 - Proposed New Equality Objectives
2025/2028**

Details

Title	Proposed New Equality Objectives 2025/2028
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Cabinet Member	Councillor Abdul Khan (Policing & Equalities)

Context and background

EIA carried out on	Review of policy or strategy
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Under the Public Sector Equality Duty, the Council is required to publish one or more equality objectives to further the aims of the general equality duty. The current set of five equality objectives for the Council were adopted in April 2022 for a period of three years. They will therefore expire at the end of March 2025. A new set of equality objectives will go live from April 2025.

Detailed below is the proposed draft set of objectives that we would like to carry out public consultation on, together with a brief explanation of why these objectives have been chosen:

1. Deliver inclusive services that better meet the needs of our diverse communities through better use of data, including equalities data

The Council is committed to understanding more about its customers and using this intelligence to help shape the way in which we can deliver the best services for those groups of customers in most need.

2. Promote integration, remove barriers and improve community cohesion across Coventry through targeted activities that address the diverse needs of our newly arrived communities

The Council is keen to retain a strong focus to the third strand of the equality duty around fostering good relations between different groups. This objective will focus on the Council's work on Integration as delivered by the Migration Team.

3. To Increase year on year the percentage of appointments made to candidates who are either LGBT+, with a Disability or from the Global Majority and reduce the number of leavers from these demographics.

The Council is committed to improving the diversity of the Council's workforce to better represent and reflect the diversity of the city.

4. Improving outcomes and tackling inequalities within our communities

The Council is keen to maximise its work in this area and have more of an impact on addressing inequalities in the city, through its role as a Marmot Partner.

Background

A range of internal and external stakeholders will need to be engaged as part of this process. This includes:

Stakeholders

- senior management
- employees
- trade unions
- public sector partners
- voluntary and community organisations
- residents of the city.

Responsibility

Director of **Performance & Planning**
Jaspal Mann, Strategic Lead (Equality, Diversity & Inclusion)

Consideration of impact

The resident population of Coventry in 2023 was 360,702 the average (median) age of residents of Coventry is 35 years of age (compared with 40 nationally).

The life expectancy at birth of the average person in Coventry is 77 years for males and 82 years for females (2020-22). However, this masks significant health inequalities across the city, the inequalities in life expectancy between the most and least deprived quintile of Coventry, 2020 to 2021 is 10.2 years for males and 7.5 years for females.

In the latest census, around 242,100 Coventry residents said they were born in England. This represented 70.1% of the local population.

According to the latest school census in 2022, 55.9% of Coventry's school children are from an ethnic minority group up from 39.7% in 2012. The largest ethnic minorities in school children are Black African (11.4%), non-British white (10.2%), and Asian Indian (8.9%).

In Coventry in 2021/22, 21.4% of children under the age of 16 live in homes with 'absolute' low incomes, compared to 21.4% throughout the West Midlands and 15.3% in England. The percentage of children living in 'relative poverty' in Coventry is 26.7%, amounting to an estimated 18,267 children. This compares to 27.0% throughout the West Midlands and 19.9% in England. This has been an increasing trend in Coventry, and elsewhere, since 2014/15.

In 2022, the percentage of households in fuel poverty in Coventry is 22.7%. However, for Coventry households in 16 MSOAs, the percentage of households in fuel poverty is more than this - with 4 over 40% of households (Foleshill West, Foleshill East, Hillfields and Lower Stoke & Gosford Park) some of the most deprived parts of

Baseline data and information

the city. Modelled using the Low-Income Low Energy Efficiency (LILEE) measure.

According to the local concentration measure, Coventry ranks as 81st most deprived out of 317, an improvement from 59th in the IMD 2015. Fewer Coventry neighbourhoods are now amongst the 10% most deprived in England.

Coventry is ranked 53rd out of all 317 authorities in England for the Income Deprivation Affecting Children Index (IDACI). This measures the proportion of all children aged 0 to 15 living in income-deprived families.

Coventry is ranked 50th out of all 317 authorities in England for the Income Deprivation Affecting Older People Index (IDAOPI). This measures the proportion of all those aged 60 or over who experience income deprivation

Source: Insight Team, Coventry City Council

Population density

Population density measures the number of persons per hectare. As of 2021, the population density of the United Kingdom was 276 people per square kilometre. Of the countries which make up the United Kingdom, England is the most densely populated at 434 people per square kilometre. In England, there were 3 people for each football pitch-sized area of land (434 per square kilometre).

As of 2021, Coventry is the fourth most densely populated of the West Midlands' 30 local authorities, with around 25 people living on each football pitch-sized area of land (3,501 people per square kilometre). Only Birmingham (4,275), Sandwell (3,995) and Wolverhampton (3,798) are more densely populated.

The West Midlands is the third largest densely populated area in the United Kingdom in 2021 with 4.58 persons per hectare. The latest available data, for 2020, suggests the population density per square kilometre in Coventry is 34.81 persons per hectare, with significant variations per ward; the most densely populated area is Hillfields with 10,867 people per square kilometre and the least densely populated is Brownhill Green with 426 people per square kilometre.

Source: LG Inform. Accessed July 2024.

Age 0-18	<p>Positive impact -</p> <ul style="list-style-type: none"> • Proposed objective 1 should enable to improve collection and analysis of data on this protected group. • Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Age 19-64	<p>Positive impact -</p> <ul style="list-style-type: none"> • Proposed objective 1 should enable to improve collection and analysis of data on this protected group. • Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Age 65+	<p>Positive impact -</p> <ul style="list-style-type: none"> • Proposed objective 1 should enable to improve collection and analysis of data on this protected group. • Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Disability	<p>Positive impact -</p> <ul style="list-style-type: none"> • Proposed objective 1 should enable to improve collection and analysis of data on this protected group. • Proposed objective 3 should include plans to increase the number of disabled employees at the Council • Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Gender reassignment	<p>Positive impact -</p> <ul style="list-style-type: none"> • Proposed objective 1 should enable to improve collection and analysis of data on this protected group. • Proposed objective 3 should include plans to increase the number of LGBT+, employees at the Council • Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Pregnancy and maternity	<p>Positive impact -</p> <ul style="list-style-type: none"> • Proposed objective 1 should enable to improve collection and analysis of data on this protected group. • Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Race	<p>Positive impact -</p> <ul style="list-style-type: none"> • Proposed objective 1 should enable to improve collection and analysis of data on this protected group. • Proposed objective 2 may include some work around opportunities for cross-community social interaction which would benefit a range of ethnic groups/communities. • Proposed objective 3 should include plans to increase the number of black and ethnic minority employees at the Council • Proposed objective 4 should improve outcomes and tackle inequalities within our communities

Religion and belief	<p>Positive impact -</p> <ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 2 may include some work around opportunities for cross-community social interaction which would benefit a range of ethnic groups/communities. Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Sex	<p>Positive impact -</p> <ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Sexual orientation	<p>Positive impact -</p> <ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 3 should include plans to increase the number of LGBT+, employees at the Council Proposed objective 4 should improve outcomes and tackle inequalities within our communities
Care experienced	Positive impact -

Health inequalities (HI)

This proposal will meet all 8 Marmot principles:

1. Give every child the best start in life
2. Enable all children, young people, and adults to maximise their capabilities and have control over their lives
3. Ensure a healthy standard of living for all
4. Create fair employment and good work for all
5. Create and develop healthy and sustainable places and communities
6. Strengthen the role and impact of ill health prevention
7. Tackle racism, discrimination and their outcomes
8. Pursue environmental sustainability & health equity

How HI will be reduced

Please click link to learn further

<https://www.coventry.gov.uk/downloads/file/40657/marmot-monitoring-tool>

Coventry City Council's main service users are likely to be people in the lowest socio economic group. These service users are also mostly likely to be adversely effected by health equalities.

These equality objectives will help the council understand the data which will in turn help to improve the issues the council faces and address Health Inequalities using both dimensions socio economic status and geographical deprivation.

Evidence showing how HI will be reduced

By analysing and understanding the data, Coventry City Council will be able to adapt the right methods to improve services users quality of life both geographical and by socio economic status.

Groups of people who face HI

Armed Forces
Care Leavers
Residents who are in the lowest socio economic groups
Residents with disabilities etc

How to improve HI for groups identified

Allow services to be targeted to support the most vulnerable and residents who do not currently engage

Digital inequalities (DI)

Impact to DI

The digital divide has grown during the last 4 years, and without intervention people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access. Some people are more likely to be excluded including: older people, people from lower income households, unemployed people, people living in social housing, disabled people, school leavers before 16 with fewer educational qualifications, those living in rural areas, homeless people, or people who's first language is not English. The 4 equality objectives will enable the digital exclusion team will work across the council to reduce digital inequalities.

Opportunities to reduce DI

To improve skills and support departments to enable there service users to access digital platforms. Where this is not possible to provide information in different formats

Next steps

Inequality	Action	Owner	Timescale

Monitor and evaluation

Progress against equality objectives will be reported yearly to Cabinet Member (Policing & Equalities). Service areas will be monitoring impact more regularly in the form of comments, complaints, from stakeholders and regular review of management information. This will ensure negative impact is addressed as soon as possible.

Impact on Council staff

Will there be an impact?

No

Completion statement

Potential equality impact

Positive impact has been identified for one or more protected groups

